

**Memorandum of the Meeting
Twenty-Seventh Town Council
Regular Study Session
Monday, August 06, 2012**

The Highland Town Council met in its standing regular study session on Monday, August 06, 2012 at 7:10 o'clock p.m. in the regular place, the Council upper meeting chambers of the Highland Municipal Building.

Silent Roll Call: Councilors Bernie Zemen; Mark A. Herak; Brian Novak; and Konnie Kuiper were all present. Councilor Dan Vassar was absent owing to work related travel. A quorum was established.

The Clerk-Treasurer, Michael W. Griffin, was present to memorialize the meeting.

Also present: Katy Dowling, Deputy Clerk-Treasurer was also present.

General Substance of Matters Discussed

1. The Town Council noting that the Metropolitan Police Chief was not present to engage the matter, it declined to discuss the application form for block parties.
2. The Town Council noting that the Public Works Director was not present to engage the matter, it declined to discuss the suggested split of costs associated with damage to a carpet at 8806 Garfield and a suggested sharing of remedial cost between the Town of Highland and Garcia Consulting.
3. The Deputy Clerk-Treasurer discussed the proposed wellness program for the workforce for 2012. She presented some participation rates in the Health Assessment and a few events related to it.

She further suggested that the incentives remain the same for participation with a few new events to promote wellness, which have promise of cash awards. She suggested that full-time workers be encouraged to have a preventative exam, noting that the current health care plan allows for these at no cost to the covered employee. She continued that workers be encouraged to complete the online Health Assessment that is managed in conjunction with the group health plan, underwritten by United Health Care. Finally, she provided that workers be encouraged to participate in at least one town sponsored event, with three opportunities being provided.

There also was a discussion regarding a complimentary offering by Sean Kingston a trainer associated with the Highland Parks and Recreation Fitness Center, for the workforce offering a special fitness program for full-time workers. The Deputy Clerk-Treasurer suggested that this program be aligned and a part of the overall Wellness initiative. It was noted that there is an appropriation to support the wellness program as proposed.

The discussion included participation rates for the previous wellness activities and the variable merits of making participation mandatory, by making participation a condition of work. The discussion included a suggestion to employ an economic cost incentive by raising the worker copayment or the worker share of the health insurance premium for non-participation but allowing the worker to be restored to

the lower share once participation was achieved. It was further suggested that no mandatory approach be undertaken for 2012 but that it be explored for 2013.

The Deputy Clerk-Treasurer departed at this time.

2. The Town Council discussed the new budget calendar for 2012 making the budget for 2013. The Town Council discussed some form of wage incentive or increase for the Firefighters. No consensus emerged.
3. The Town Council discussed the possibility of installing back-up generators or batteries to operate the traffic signals in the event of a power outage. The Town experienced a series of power outages owing to immoderate weather. No consensus emerged.

There being no further business to discuss, the regular study session of Monday, August 06, 2012 was adjourned at 7:45 o'clock p.m.

Michael W. Griffin, IAMC/MMC/CPFA/CPFIM
Clerk-Treasurer